



Michael Gallacher MLC

Leader of the Government in the Legislative Council
Minister for Police and Emergency Services
Minister for the Central Coast

MEDIA RELEASE

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GOVERNMENT REFORMING POLICE PROMOTIONS SYSTEM

The NSW Government has today passed legislation to reform the police promotions system to improve the ability of the NSW Police Force to fill promotional positions.

Minister for Police and Emergency Services Michael Gallacher said the proposed reforms will ensure greater integrity, transparency and equity of police promotions.

“These are important reforms to ensure confidence in the promotions system, not only for police but also the community,” Minister Gallacher said.

“Providing the NSW Police Force with more options for how police are promoted, particularly into specialist positions, will lead to improved service to the community.

“It will allow those officers best suited or best qualified to a position the opportunity to seek promotion into that position and that is a good thing.

“The reforms are in response to recommendations made by the Hon Lance Wright QC, who found that while the promotions system was generally working, improvements could be made,” Minister Gallacher said.

“The Government has also included other proposals which are practical solutions for the NSW Police Force.

“Proposed changes also institute an additional interview and selection committee process for Superintendent positions, to enable the Commissioner to select the right officer from the promotions list, potentially out of ranked order but still on a merit basis.

The new legislation will improve promotion to some vacant specialist positions, by:

- **Allowing officers to be provisionally appointed to certain unfilled specialist positions** via an interview/merit selection process, outside the rank-based promotions list. (The officer must have the required time at rank. Permanent appointment would occur after a minimum of two years, if the officer gains the requisite qualifications for placement on the promotion list.
- **Allowing some specialist positions to be identified as requiring unique knowledge, skills or experiences**, with the highest ranked officer on the promotions list meeting those requirements to be promoted.

- **Allowing an officer from the promotion list to be provisionally appointed to a specialist position** even though the officer does not hold the required qualification for the position. The officer must complete the qualification within a specified period in order to be permanently appointed.
- **Requiring officers applying for some specialist positions to undergo psychological assessment of their suitability for the position.**

“In order to increase the depth of experience of senior police, the required time at rank for Inspector and Superintendent positions will increase from two to three years.

“Senior Sergeants will be removed from the promotions system, and instead an expression of Interest process will fill Senior Sergeant positions on a non-permanent basis.

“The NSW Police Force and the Police Association of NSW have been consulted extensively on the reforms. I look forward to continuing to work with them in the future on their implementation,” Minister Gallacher concluded.

ENDS

MEDIA: Clint McGilvray 0413 285 186 or Tess Salmon 0467 740 017